

Michigan Women

A Publication of the Michigan Women's Commission

Winter 2003



◆ GOVERNOR JENNIFER GRANHOLM ◆ DEPARTMENT OF CIVIL RIGHTS DIRECTOR LINDA V. PARKER ◆
◆ CHAIRWOMAN EMMA BELL ◆ EXECUTIVE DIRECTOR JUDY KARANDJEFF ◆

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On October 21, 2003, the Michigan Women's Commission voted unanimously to oppose anti-affirmative action activist Ward Connerly's announced plans for a campaign to ban affirmative action in Michigan through a statewide ballot initiative in November 2004.

Affirmative action is a set of public policies and initiatives designed to help eliminate past and present discrimination based on sex, race, color, religion or national origin.

Affirmative action allows for recruitment, promotion, retention and on-the-job training opportunities in employment and removing barriers to admissions to educational institutions. Affirmative action has helped to reduce discrimination for qualified women and minorities. Affirmative action is not about quotas.

The legal basis for affirmative action has been primarily in employment and education law. Title VII of the Civil Rights Act of 1964 prohibits

discrimination by an employer or labor union on the basis of race, color, religion, sex or national origin. Title IX of Educational Amendments of 1972 prohibits sex discrimination in funding education, and has enabled more women to be hired, promoted, trained and admitted to educational institutions.

In Michigan, laws prohibit discrimination in employment, education, housing, public accommodation, law enforcement or public

service based on religion, race, color, national origin, sex, disability, age, marital status, height, weight, arrest record, and familial status, under certain circumstances.

Women and minorities remain underutilized in many fields, still receive unequal pay and continue to encounter a "glass ceiling" in promotional opportunities for executive and leadership roles. According to the American Association of University Women (Women and Work

(continued on page 6)

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The 2003 Michigan Women's Leadership Index

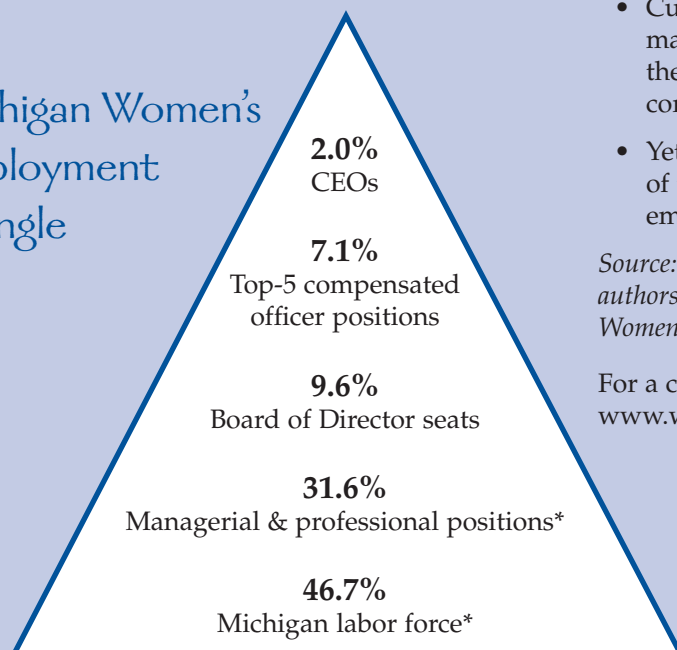
Ten Michigan companies have earned "Most Valuable Player" recognition in the 2003 Michigan Women's Leadership Index announced by the Women's Leadership Forum on October 20, 2003. The Forum commissioned the Center for the Education of Women at the University of Michigan to develop the Index.

The Women's Leadership Index is the first statewide ranking of the 100 largest publicly-held companies headquartered in Michigan, based on the number of women holding top-five officer and Board of Director positions. There were three distinct groups of companies based on size: Group I includes the 24 Fortune 500 companies; Group II, companies with annual revenues of \$100 million or more, but not among the Fortune 500; and Group III, companies with annual revenue under \$100 million.

The top-ten "Most Valuable Players" are:

- Group I: Borders Group, Inc.
- Group II: Compuware Corporation; Flagstar Bancorp, Inc.; Herman Miller, Inc; Tower Automotive, Inc.
- Group III: FNBH Bancorp, Inc.; Energy Conversion Devices, Inc; Somanetics Corporation; Pavilion Bancorp, Inc.; X-Rite, Inc.

Michigan Women's Employment Triangle



*Source: Geographic Profile of Employment and Unemployment 2001 www.bis.gov/gps/home.htm

"The pool is there, it has been there, and now it must be developed and tapped."

Carol Hollenshead, Director of the University of Michigan's Center for the Education of Women.

Unfortunately, of the 100 companies surveyed, thirty-three (33) have no women as either directors or top-five officers.

The Index report cites key statistics about the Michigan workforce, including:

- Women have made up over 40% of the national workforce for 27 years
- The unprecedented numbers of women who began their careers in the 70's now have three decades of experience in their professions
- For more than 20 years, increasing numbers of women have earned advanced degrees in business, law and engineering – degrees long considered valuable preparation for corporate leadership
- Currently, women hold nearly one-third of the managerial, executive and professional positions in the Michigan workforce, the pool from which future corporate leaders are recruited and developed
- Yet, women still hold only single-digit proportions of the executive positions at the top of the Michigan employment triangle.

Source: The 2003 Michigan Women's Leadership Index, authors University of Michigan, Center for the Education of Women and Women's Leadership Forum.

For a copy of the complete report, go to www.womenseconomicclub.org for further information.

Commission's Corner...

Welcome to the New Commissioner:

On October 24, 2003, Governor Jennifer M. Granholm appointed Sally Shaheen Joseph to the Michigan Women's Commission. Ms. Joseph will fill the term until July 2004 pending advice and consent by the Michigan Senate.

Sally Shaheen Joseph, of Flint, is currently an attorney in private practice. She brings over twenty years of experience as Township Board Member, Supervisor, Administrator, Personnel Director, Risk Manager, Purchasing Agent, Head of Police, Fire, Building and Assessing Departments of Flint Township, former President of Michigan Public Risk Management, current Board Member of Easter Seals of Genesee County, Flint Area Salvation Army, and Flint Area Convention

and Visitors Bureau. She was the recipient of the 2000 American-Arab Heritage Council Woman of the Year Award. She succeeds Ramirra Stackhouse who resigned.

We look forward to her joining the Michigan Women's Commission.

In addition, we regretfully accepted the recent resignation of Judy Garland from Mt. Pleasant from the commission.

Women Voting In Michigan

As noted in the Fall Newsletter, Nannette Gardner was the first woman to vote in Michigan - after the passage of the 14th Amendment of the Constitution of the United States. However, the MWC learned from Linda Bruin that, "according to an early article on women's suffrage, 120 women voted in the 1868 Sturgis school election - three years before Gardner cast her vote in 1871. The women in Sturgis

were acting in response to Public Act 110 passed by the Michigan Legislature in 1867, giving 'every person' meeting certain criteria (age, residency, ownership of taxable property, and parenthood) the right to vote at school district meetings, including the election of school board trustees." Thus, one of the Sturgis women would have been the "first woman to vote in Michigan." Thank you for the information!



On Friday, September 19, Representatives Artina Tinsley Hardman, Fran Amos and the Michigan Women's Commission hosted a Women's Networking meeting in Lansing. The purpose of the meeting was to provide a forum for individuals and organizations to present their agendas for action. You can have your input into the discussion by submitting the survey enclosed in this newsletter.

The meeting was attended by over 100 people. Kary Moss, Executive Director of the American Civil Liberties Union of Michigan (ACLU), presented information from the report "Women & Girls: Policy Briefs on Critical Issue in Michigan." Anyone wanting a copy of the ACLU report can call (313) 578-6800 or go to www.aclumich.org.

Women and Smoking

Michigan received a grade of F in a recent report by the National Women's Law Center and Oregon Health and Science University that evaluated states' progress in meeting key national goals to reduce smoking among women and girls. Michigan ranked 34 out of 50 states with 5,857 smoking-attributable deaths for women, and 105,266 of smoking-attributable years of potential life lost for women.

As found in Women and Smoking: A National and State-by-State Report Card, smoking is the leading cause of preventable death among women in the United States. It is the primary cause of lung cancer and a primary risk factor for cardiovascular disease. Smoking also accounts for about 15 percent of all Medicaid costs. If adult smoking rates were reduced by just 5 percent, the annual cost savings to states would translate to about \$110 million. The Women and Smoking report is available on the web at www.nwlc.org.

HELP US CONDUCT OUR SURVEY

WOMEN'S ISSUES SURVEY

Survey of Priority Issues

This survey solicits your thoughts to identify those issues that are most important to the women of Michigan. Under each issues areas, prioritize your concerns using a number scale, with #1 indicating your highest priority, #2 the next highest priority, etc. Please include other issues of concern if not stated. You may add additional pages for your comments. Note: this is similar to a survey done in 1988 so that we will have comparison data that will help us set our priorities.

This survey is a self-mailer. Fold and tape where indicated on the other side and add a stamp. You are welcome to make copies and distribute this questionnaire to individuals and/or organizations.

Please return by February 1, 2004. Thank you for your help.

Child Care

- ☐ employee sponsored
- ☐ publicly subsidized
- ☐ state regulation of quality & licensing
- ☐ affordability
- ☐ latch key programs
- ☐ training for child care workers
- ☐ availability
- ☐ status of child care workers
- ☐ other

Education

- ☐ access to education & training
- ☐ educational equity, Title IX
- ☐ education support/scholarships
- ☐ girls and technology*
- ☐ lack of women in education administration
- ☐ retraining programs
- ☐ substance abuse education*
- ☐ other

Employment/Economic

- ☐ affirmative action
- ☐ housing affordability
- ☐ pensions
- ☐ cafeteria-style benefits
- ☐ raising minimum wage
- ☐ pay equity
- ☐ part time workers' rights
- ☐ rural women's concerns
- ☐ family & medical leave
- ☐ sexual harassment
- ☐ older women's concerns
- ☐ social security
- ☐ employment/job creation
- ☐ welfare reform
- ☐ job training (training neutral)
- ☐ state budget problems*
- ☐ equal credit opportunity
- ☐ women on corporate boards
- ☐ other

Family Equity

- ☐ child support
- ☐ child custody
- ☐ equity in divorce laws/divorce reform
- ☐ homemakers' rights
- ☐ adoption
- ☐ other

Health

- ☐ teen pregnancy
- ☐ school based clinics
- ☐ reproductive rights
- ☐ health insurance/accessibility & affordability
- ☐ unisex insurance
- ☐ maternal and child health*
- ☐ long term care
- ☐ occupational health hazards
- ☐ women's mental health
- ☐ family planning/contraceptive equity*
- ☐ date rape drug awareness*
- ☐ substance abuse treatment*
- ☐ other

Justice

- ☐ child abuse prevention
- ☐ domestic violence/sexual assault
- ☐ victims' rights
- ☐ women in prisons
- ☐ gender bias in the courts/legal system
- ☐ rape/criminal sexual conduct
- ☐ pornography/women as victims
- ☐ sexual preference/orientation
- ☐ other

Miscellaneous

- ☐ election/appointive office
- ☐ medical depiction of women
- ☐ funding for women oriented services
- ☐ equal rights amendments
- ☐ security*
- ☐ other

* added September 2003

OPTIONAL DEMOGRAPHIC INFORMATION

1. Does the questionnaire response reflect an individual or group response? ☐ individual ☐ group
2. If it is a group response, please indicate how many members in your group _____
3. Characteristics of respondee(s): Check all that apply.

- | | | | |
|---|---------------------------------------|--|--|
| <input type="checkbox"/> male | <input type="checkbox"/> under age 25 | <input type="checkbox"/> live in rural area | <input type="checkbox"/> income under \$15,000 |
| <input type="checkbox"/> female | <input type="checkbox"/> age 26-54 | <input type="checkbox"/> live in urban area | <input type="checkbox"/> income \$15,000- \$25,000 |
| <input type="checkbox"/> racial/ethnic minority | <input type="checkbox"/> over age 55 | <input type="checkbox"/> live in Upper Peninsula | <input type="checkbox"/> income \$25,000-\$40,000 |
| | | <input type="checkbox"/> live in Lower Peninsula | <input type="checkbox"/> income over \$40,000 |

I would like to add my name to your mailing list for newsletters:

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Oppose Ban on Affirmative Action

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2003), women are more educated, more employed and employed at higher levels today than ever before – but still are pigeonholed in “pink-collar” jobs. Women are not prepared to move into better-paying occupations such as systems analysts, software designers and engineers. In addition, as noted on page 2, Michigan’s women still hold only single-digit proportions of the executive positions at the top.

Wages are a reflection of relative power in society. Power is very unevenly distributed for women and minorities. In the U.S., there is still a significant gap between the average wage for all men in 2001, \$40,496, and for all women, \$30,446. Michigan ranks among the five worst states in female earnings per \$1 of male earnings; at 67cents for women for every \$1 earned by men. In addition, there are occupations in which the majority of workers are women: registered nurse, social worker, administrative support including clerical, and teachers, except for college and university. (Michigan Pay Equity Network)

Affirmative action programs are still needed to improve the quality of life for women and minorities and to assure equal opportunities for a diverse and inclusive society.

Mailing List Update

If your name or address needs to be changed on our newsletter mailing label, or if you receive duplicates, please mail or fax the correct information (along with your current label) to the address or fax number listed below. You can also email us at MDCR-WomensComm@michigan.gov.

CALENDAR

March 4 & 5 – CNN Crossfire co-hosts James Carville and Tucker Carlson will bring their political sparring expertise to Michigan to raise funds for Michigan State University’s Michigan Political Leadership Program (MPLP). The two nationally known commentators will be discussing current state and national political issues at Laurel Manor in Livonia on March 4 and during a breakfast program at Frederick Meijer Gardens in Grand Rapids on March 5, 2004.

To learn more about MPLP and to reserve individual, table, or sponsorship tickets for the March dinner or breakfast fund-raiser, call (517) 355-6672, ext. 116, or visit online at www.ippsr.msu.edu/mplp.

Outdoor Women

It is easy to get started learning outdoor skills. Call the “Becoming an Outdoors-Woman” coordinator at (517) 241-2225, send an e-mail to marlal@state.mi.us, or visit the DNR Web site at www.michigan.gov/dnr to see what programs that are offered in your area can help you to enhance your skills. The time is right for women to have fun learning new skills, making new friends and enjoying what our great state has to offer.

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Michigan Women's Commission
110 West Michigan, Suite 800
Lansing, Michigan 48933
(517) 373-2884 fax: (517) 335-1649
www.michigan.gov/mdcr

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